22 June 1958

MEMORANISE FOR: Deputy Director (Support)

SUAJECTE

Memorandum for the Record

- a general discussion of the recruitment problem of CIA and more specifically the DD/P. Comments and suggestions of any type were encouraged and some highly divergent views were developed as to the nature of our problems and ways and means of overcoming them. The purpose of the discussion and the atmosphere were entirely constructive and some of the more significant views are set out in subsequent paragraphs.
- s. Attention is called to the fact that ET/P is putting on a reerwitment drive through the Area Divisions and Staffs to fill essential
  vasancies in T/O's. This is concurrent with the fact that the PB/P
  seiling has already been exceeded. I have discussed this problem with
  Dick and have told him about our action to pull the entire T/O and
  seiling picture together so that a concerted approach can be made to
  the BCI. Dick is in full ascerd and is appreciative of the action being
  jaken. It is importative, however, that the essential data be pulled together quickly.
- respections Reserve Marine Officer being released from active duty. He printed out that the man was very experienced in activities allied to the same superbly qualified, and that he had come to CIA's attention furely By chance. He pointed out that the military services are continuously releasing excellent Reserve Officers who probably have no knowledge of CIA and its respuitment needs. He recommended that CIA establish working relationships with each of the relatively few discharge points of each of the services to screen all personnel for possible CIA interest.
- 4. One of the Senior Staff Chiefs felt that the mechanical processes for extracting from Agency records the identities of personnel possessing

101031110 TO

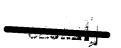
01110

25X1A9a

**GLUIL** 

specialized qualifications was not working effectively. The belief was expressed that the process of converting the "qualification requirements" of the requesting office into mechanical sorting codes was so inaccurate that individuals were identified as qualified but upon review there is little or no relationship to the original qualifications. This not only results in such wasted time but indicates the possibility that truly qualified persons are not being identified.

- 5. A suggestion was made that the Agency develop broader standards for recruitment and adopt a limited general recruitment program without regard to specific vacancies and the specific needs of organizational components. Applicants would be passed upon by a selection board as being generally qualified for CIA employment.
- share of college graduates. Of the hundreds of thousands of annual graduates it was believed that a much greater number would be both qualified in a general way and interested in taking a crack at a woostion as different as CIA. Colonel Baird expressed the belief that our network of college consultants was not called upon with nearly enough frequency to maintain their interest and enthusiasm for and about CIA. He expressed the belief that they should be contacted at not less than quarterly intervals. Colonel Baird also stated that the flow of JOT's was not adequate to keep the pipeline full.
- 7. In connection with JOT's the view was expressed that the custom of marking personnel folders of prospective employees with "Not Buitable for JOT" was the kine of death and might be equally the rejection of many excellent people.
- 8. The view was expressed by COP that the truly critical shortage of personnel was and always would be in the age and experience group above the JOP level and that this need for qualified, trained personnel sould only be satisfied by lateral recruitment. To keep up with attribion and growth, a constant flow of lower level replacements who would acquire training and experience was, of course, essential.
- 9. The view was empressed that our college recruitment program was too limited to try league and large coastal colleges. The point was made that we should sentest colleges of all sizes from the alleghenies to the restain for that group of persons who want to enlarge their herisons and leave their environment. It was pointed out that



Approved For Release 2001/03/04 : CIA-RDP80-01829R000100050003-7

GEARL

there are no native New Yorkers and that the Navy is made up of Middlewest landsmen and not coastal people. In general the view was expressed that we should be able to convert the present trickle of college graduates into a steady stream.

Acting SSA-DD/S

25X1A9a

May 1 3 12 Mg Sg

Approved For Release 2001/03/04 : CIA-RDP80-01826R0001